Alberta Government

Alberta Apprenticeship and Industry Training Board

2016-2019 Action Plan

Alberta

Alberta Apprenticeship and Industry Training Board

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Message from the Chair

On behalf of the Alberta Apprenticeship and Industry Training Board (board), I am pleased to present the board's 2016-2019 Action Plan.

Alberta's apprenticeship and industry training system is an industry-driven system that works to ensure a highly skilled, internationally competitive workforce in over 50 designated trades and occupations. Alberta continues to endure an economic slowdown due to reduced natural resources revenue. However, the board strongly believes that developing highly skilled trades workers is essential to secure Alberta's economic recovery and long term economic success.

Over the next few years, the board will focus on activities that will have a positive effect on the supply of skilled trades professionals in Alberta's labour market, now and in the future. These include supporting apprentices that have been affected by the economy and need assistance to remain and progress in their apprenticeship program, increasing the participation and progress of under-represented individuals in apprenticeship and industry training programs, and promoting the availability and advantages of careers in the designated trades and occupations to all Albertans.

The board will also continue to encourage industry employers and owners to plan their workforce requirements strategically by continuing to hire, register, and train apprentices as the best way to mitigate labour costs and ensure that a sustainable skilled trades workforce is in place in the long term. In addition, the board will continue to work with its partners – both in Alberta and across Canada - to ensure that apprentices and trades professionals can move and work throughout the country without barriers to their trades' programs and training.

The board is committed to achieving the goals and strategies outlined in this document and ensure that our apprenticeship and industry training system continues to be renowned for its excellence and responsiveness to the needs of Alberta industry and society.

Sincerely,

J'Amey Holroyd
Chair

The Alberta Apprenticeship and Industry Training System and The Alberta Apprenticeship and Industry Training Board

Alberta's apprenticeship and industry training system is an industry-driven system that ensures a highly skilled, professional, internationally competitive workforce in more than 50 designated trades and occupations. Industry (employers and employees) sets training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board (board). The Government of Alberta provides the legislative framework and administrative support for the system. The post-secondary institutions deliver the technical training component of apprenticeship programs and offer formal training in some designated occupations.

The board consists of a chair and 12 public members, appointed by the Lieutenant Governor in Council, who are knowledgeable about training in trades and occupations and the needs of the Alberta labour market for skilled and trained people. In addition to the board chair, eight of the members represent employers and employees in designated trades and four represent employers and employees in other industries. To ensure a balanced approach, employers and employees are represented in equal numbers.

The board's mission is to establish and maintain high quality training and certification standards in the apprenticeship and industry training system, and to promote training and employment in designated trades and occupations that meets the demands of Alberta industry and society. The board fully supports safe learning and working environments and emphasizes the importance of safety awareness and education throughout apprenticeship training, both on-the-job and at technical training.

The board works collaboratively with the apprenticeship and industry training system clients and stakeholders (industry, government, junior and senior high schools, and technical training providers) to ensure that Alberta has the trades and occupations workforce it needs for economic competitiveness and prosperity while also ensuring positive health, safety and environmental practices in the workplace.

Mandate

The board is accountable to the Minister of Advanced Education on matters under the *Apprenticeship and Industry Training Act*. The board's primary responsibility is to establish the standards and requirements for the training and certification of persons in designated trades and occupations. It also provides advice and recommendations to the Minister about the needs of the Alberta labour market for skilled and trained persons. The board's full mandate is stated in its *Mandate and Roles* document.

Operating Principles

Accessible	Individuals wishing to pursue a career in the designated trades and occupations have access to apprenticeship and industry training.
Funded by All	Apprentices, trainees, employers, and government contribute to the financial cost of training.
Industry-driven	Industry is responsible for setting the standards for training and certification, and for providing on-the-job training and work experience for apprentices and trainees.
Collaborative	All stakeholders, the board, industry (employers and employees), the Government of Alberta, junior and senior high schools, and post-secondary institutions work collaboratively to help individuals train and acquire the skills needed to work successfully in the designated trades and occupations.
Integrated	An apprenticeship is a valuable post-secondary education and is a part of lifelong learning. Apprenticeship is a valued post-secondary program that models work integrated learning and ladders lifelong learning.

Goals, Priority Initiatives and Performance Measures

Core Business 1

Establish and maintain high quality training and certification standards in the apprenticeship and industry training system

Goal 1

Alberta has a highly skilled, professional workforce in the designated trades and occupations that meets the current and the future needs of industry.

What it Means

The following outcomes describe what attainment of goal one will achieve:

- High quality apprenticeship and industry training and certification standards are established, developed and implemented that meet the current and future needs of Alberta industry.
- The industry committee network has the capacity, tools and mandate to provide quality advice to the board.
- The apprenticeship and industry training system continuously reviews and enhances its systems and processes to ensure that a highly skilled trades professional workforce is developed.

Priority Initiatives

1.1 Collaborate with industry to explore issues regarding the viability of smaller designated trades and occupations.

1.2 Ensure innovative, effective and flexible alternate forms of delivery[1] are explored to increase access to technical training.

Ongoing Initiatives

1.3 Ensure high quality training and certification standards continue to be developed and implemented.

1.4 Ensure a strong and vibrant industry network that contributes to the success of the apprenticeship and industry training system.

1.5 Work with stakeholders and partners on initiatives with respect to the recognition of programs and alternate assessment processes.

Performance Measures	Previous Years' Results			Current Results	Target (2016)
1.a Satisfaction of recent apprentice graduates with the overall quality of on-the job training[2]	93% (2005-06)	92% (2007-08)	91% (2009-10)	95% (2011-12)	90+% (2015-16)
1.b Satisfaction of recent apprentice graduates with overall quality of technical training[2]	94% (2005-06)	94% (2007-08)	93% (2009-10)	96% (2011-12)	90+% (2015-16)
1.c Percentage of apprentice graduates employed[2,3]	n/a (2005-06)	n/a (2007-08)	93% (2009-10)	94% (2011-12)	90+% (2015-16)

1 A detailed description of alternate delivery methods can be found in the Technical Training Centre on tradesecrets.alberta.ca.

2 The Apprentice Graduate Satisfaction Survey is conducted by academic calendar, typically every second year. The most recent Apprentice Graduate Satisfaction Survey was conducted in 2011-2012. The 2013-2014 apprentice Graduate Survey was deferred in order to do a full review of the survey questions. The 2015-2016 Apprentice Graduate Survey was conducted in 2015 and will be reported in 2016.

3 Employment results for 2009-10 are not comparable to earlier survey years because of differences in the data collection period of this survey.

Goal 2 — Alberta's apprenticeship and industry training system is aligned with and responsive to labour market demand.

What it Means

The following outcomes describe what attainment of goal two will achieve:

- The apprenticeship and industry training system responds to the needs of apprentices and employers and to the labour market demand.

Priority Initiatives

2.1 Develop ways to positively affect changes in the supply of skilled trades professionals.

2.2 Support pre-employment initiatives to align with labour market needs.

2.3 Influence Pan-Canadian apprenticeship strategies through research, discussion and collaboration within the apprenticeship community across the country.

Ongoing Initiatives

2.4 Encourage and motivate employers to hire, register and train apprentices to the completion of their program.

2.5 Collaborate with industry and government stakeholders to develop an understanding of specific labour market needs and implement timely changes.

Performance Measures		Previous Years' Results			Current Results	Target (2016)
2.a	Number of employer sites hiring and training apprentices	14,215 (2012)	14,815 (2013)	15,577 (2014)	15,373 (2015)	15,000+

Performance Indicators[1]		Previous Years' Results			Current Results
2.b	Number of new apprentices registered	21,906 (2012)	22,129 (2013)	23,900 (2014)	17,227 (2015)
2.c	Number of apprentices registered	61,326 (2012)	65,880 (2013)	70,733 (2014)	67,955 (2015)
2.d	Number of apprentices completing their program	8,438 (2012)	7,354 (2013)	8,163 (2014)	8,738 (2015)
2.e	Number of individuals issued Occupation Certificates	160 (2012)	165 (2013)	424 (2014)	406 (2015)
2.f	Number of individuals issued Qualification Certificates	783 (2012)	1,403 (2013)	1,982 (2014)	1,537 (2015)

[1] Performance indicators describe industry trends that affect and inform the work of the Alberta Apprenticeship and Industry Training Board, however they are not directly attributable to the board's activities, therefore, performance targets have not been set.

Core Business 2 *Promote training in designated trades and occupations*

Goal 3 Albertans are aware of and knowledgeable about the apprenticeship and industry training system.

What it Means

The following outcomes describe what attainment of goal three will achieve:

- Albertans are aware of the opportunities for a career in the designated trades and occupations.
- Under-represented Albertans participate in apprenticeship and industry training.
- Apprentice excellence is encouraged through scholarships and awards.

Ongoing Initiatives

3.1 Promote the availability and advantages of designated trades and occupations careers to Albertans.

3.2 Identify and promote pathways into apprenticeship including dual credit pathways in the Career and Technology Studies and Registered Apprenticeship Program.

3.3 Support actions that increase the participation and progress of under-represented individuals in apprenticeship and industry training programs.

3.4 Support stakeholder partners that promote the designated trades and occupations as a career option to Albertans.

3.5 Promote apprenticeship and industry training scholarships and awards to encourage apprenticeship completion and excellence.

3.6 Promote life-long learning apprenticeship and industry training pathways (e.g., NAIT's Trades to Degrees Program, Interprovincial Red Seal Program and Achievement in Business Competencies (Blue Seal) Program).

	Performance Measures	Previous Years' Results			Current Results	Target (2016)
3.a	Number of scholarships available	879 (2012)	879 (2013)	879 (2014)	879 (2015)	879
3.b	Percentage of completing apprentices in red seal trades writing red seal exams in the same year	96% (2012)	96% (2013)	95% (2014)	95% (2015)	90+%
3.c	Percentage of completing apprentices in red seal trades passing red seal examinations in the same year	81% (2012)	79% (2013)	78% (2014)	79% (2015)	80+%